

TriStyle Group

Child Labor Policy

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I. Introduction

Based on figures of the United Nations (UN) of 2017, around 152 million children are victims of child labour and almost 50% of these children suffer in hazardous working conditions¹. Child labour is the worst form of labour abuse. Various international initiatives and standards set the clear definition of child labour and define targets and measures to eliminate this form of unacceptable labour.

The Sustainable Development Goals defined by the member states of the UN, are a shared blueprint for peace and prosperity for people and the planet² which also includes the target to prohibit and eliminate child labour under the "Goal 8 Decent Work and Economic Growth" and the "Goal 16 Peace, Justice and strong Institutions"³.

The International Labour Organisation (ILO) core conventions already regulate for many years the minimum age in the "Minimum Age Convention, 1973 (No. 138)" as well as the description of child labour and the need to abolish it, named in the "Worst Forms of Child Labour Convention, 1999 (No. 182)"⁴.

II. Purpose

This policy states that the protection of the human rights, especially of children, is fundamental for the TriStyle Group.

The TriStyle Group is a holding of the organizations Madeleine Mode GmbH and Peter Hahn GmbH, inclusive the subsidiary TriStyle Brands GmbH. The companies sell apparel, shoes, accessories and home textiles as well as advertising articles as multi-channel retailers via catalogue, online and retail. To the group also belongs the TriStyle Sourcing Limited that buys and orders products and services at suppliers.

II1. Content

This child labour policy clarifies the definition of child labour, the activities of prevention and the procedures and remediation actions in case of violation of child labour regulations.

II2. Target

All activities defined in this policy shall have the focus on the prevention of child labour and the well-being of children.

III. Commitment

The TriStyle Group commits to comply with legal regulation and to engage in activities for the protection of children within its supply chain.

The Group and its companies including the suppliers and partners have to engage against illegal child labour.

Suppliers and partners of the TriStyle Group and its companies have the duty and obligation to involve in the prevention of child labour with all employees, whether they are directly, indirectly or permanently employed or are so called homeworkers at the suppliers.

¹ <https://www.ilo.org/global/topics/child-labour/lang--en/index.htm> , March 2020

² <https://sustainabledevelopment.un.org/?menu=1300> , March 2020

³ https://www.ilo.org/global/topics/dw4sd/themes/child-labour/WCMS_559713/lang--en/index , March 2020

⁴ <https://www.ilo.org/global/topics/child-labour/lang--en/index.htm> , March 2020

The employers have to train their employees on their rights and obligations in an appropriate manner to guarantee safe working conditions under the local law and international standards. Child labour is a zero tolerance case and the TriStyle Group will work with affected parties and may work with external organizations to clarify and initiate remediation actions if a child labour case is identified.

Regular monitoring and the evaluation of the on-site situations will help to identify appropriate procedures and the necessary responsibility for the prevention of child labour.

IV. Child Labour

IV1. Definition of Child Labour

The ILO Convention “Minimum Age Convention, 1973, (No. 138)”⁵ and the ILO Convention No 146 “Minimum Age Recommendation, 1973, (No. 146)”⁶ and the ILO Convention 182 “Worst Forms of Child Labour Convention, 1999, (No. 182)”⁷ define the minimum age for the admission to employment or work and any unacceptable labour abuse.

The minimum age of a person who is employed or work must not be less than the age of **completion of compulsory schooling** and, in any case or shall **not be less than 15 years**. If the employment or work is likely to harm the health, safety or morals of young persons, the minimum age is 18 years.⁸

Therefore child labour is defined as work that

- is done by a person who is younger than 15 years old (or someone who is younger than 14 years old in countries that set that age as the threshold).⁹
- is mentally, physically, socially and/or morally dangerous.
- is harmful to children.
- interferes with children regular schooling because it:
 - Deprives them of the opportunity to attend school
 - Obliges them to leave school prematurely
 - Requires them to attempt to combine school attendance with excessively long and heavy work
- is not considered as “light work”. Light work refers to the participation of children or adolescents in work activities such as:
 - helping their parents around the home (including farming).
 - assisting in a family business.
 - earning pocket money outside school hours and/or during school holidays.¹⁰

⁵ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138 , March 2020

⁶ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R146 , March 2020

⁷ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:C182 , March 2020

⁸ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138 , March 2020

⁹ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/normativeinstrument/wcms_c138_de.htm , March 2020

¹⁰ https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_30215/lang--en/index.htm , March 2020

IV2. Prohibition of Child Labour

The compliance to international standards and the absolute commitment to ensure the well-being of children, the TriStyle Group strictly prohibits child labour.

The Group requests to all suppliers and partners to comply with the minimum standards of employment, to provide safe working conditions and to prevent any child labour. This is contractually agreed with all suppliers based on the amfori BSCI Code of Conduct.

IV3. Prevention of Child Labour

The prevention of child labour must be the first priority of the business partners and requires measures. The understanding of risks and negative impacts of child labour is therefore the basis to engage in this prevention.

The definition of procedures and their documentation to understand child labour risks (through its own recruitment or indirectly), a monitoring and the notification of activities for an adequate removal and rehabilitation of the child into society as well as training measures are key elements.¹¹

The set-up of effective processes for the protection of children and the prevention of child labour:

- Creation of a statement on the prohibition of child labour.
- Introduction of control mechanism for hiring including proper age verification.
- Evaluation of official documents like ID cards, birth documents, medical documents or other proof of age.
- Usage of work contracts or agreements, also for recruitment agencies.
- Performance of training for all employees (employees, management & human resource departments) regarding the understanding of negative impacts of child labour and the responsibility on child labour prevention.
- Definition of remediation activities in case of an identified child labour.¹²

IV4. Remediation actions for Child Labour violation

In case a child labour is detected, measures for remediation have to be developed and maintained.

Remediation procedures include:

- Removal from the dangerous location and rehabilitation of the child.
- Measures to ensure the well-being of the child in the best way, including funding.
- Possible collaboration with stakeholders who could support in cases of children found working.¹³

The employer has to agree on the remediation measures with the affected parties, implement them and monitor them so that they are in line with a humane understanding.

The TriStyle Group may ask for proof that all necessary steps are done.

¹¹ <https://www.amfori.org/sites/default/files/amfori-system-manual-2018.pdf>, page 200ff

¹² <https://www.amfori.org/sites/default/files/amfori-system-manual-2018.pdf>, Point 8.3, page 201f

¹³ <https://www.amfori.org/sites/default/files/amfori-system-manual-2018.pdf>, Point 8.4, page 202

VI. Young Labour

VI1. Definition of Young Labour

Based on the ILO conventions¹⁴ young labourers are young persons that are in employment after the compulsory schooling of the age of 15 and under the age of 18.

ILO studies from 2017 nowadays, also define young labourers from the age of 15 to 24¹⁵ and their work has to be in compliance with national laws.

For these young persons employed, special rules for the type and the conditions of the employment apply.

VI2. Protection and prevention of Young Labourers from abusive labour

The ILO Recommendation R146 defines activities to protect young labourers during employment:

- The registration of young workers at the relevant authorities.
- The risk assessment of the conditions of work to evaluate the suitability for young labourers.
- The strict limitation of the hours spent at work in a day and in a week, and the prohibition of overtime. So that the time for education and training (including the time needed for homework related thereto) and for the rest during the day and for leisure activities is given.
- The granting of a minimum consecutive period of 12 hours' night rest, and of customary weekly rest days.
- The granting of an annual paid holiday of at least four weeks and, in any case, not shorter than granted to adults.
- The coverage by social security schemes, including employment injury, medical care and sickness benefit schemes, whatever the conditions of employment or work may be.
- The maintenance of satisfactory standards of safety and health and appropriate instruction and supervision.¹⁶

The employer has to ensure that the procedures are maintained and documented to protect young labourers from any abusive work.

VI3. Remediation actions for violated Young Labour rules

In case a violation of the Young Labour rules, the employer shall remediate the situation immediately and document it for future reference. In addition, the responsible management shall guarantee the registration, the health, the safety instructions, the working hours and rest periods, the compensation including social insurance and benefits and must ensure that all supervisors are trained and engaged in the ongoing prevention of any violations.

¹⁴ Minimum Age Convention, 1973 (No. 138)

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138 & Minimum Age Recommendation, 1973 (No. 146)

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R146

¹⁵ Guide to International Labour Standards and Rights at Work concerning Young People, p 25

https://www.ilo.org/global/standards/information-resources-and-publications/publications/WCMS_613959/lang--en/index.htm

¹⁶ Minimum Age Recommendation, 1973 (No. 146)

VII. Collaboration & Termination in case of Child Labour or Young Labour

VII1. New potential suppliers

As Child Labour is a zero tolerance case for the TriStyle Group, the collaboration with a potential new supplier will not be started if a child is found working at the supplier. Nevertheless, the management of the potential supplier has to ensure that the remediation activities are started immediately and that all necessary procedures are introduced that child labour is prevented in the future.

If violations of Young Labour rules are identified, the business will either not be started or will be delayed until all violations are remediated and the future responsibility is taken by the management to prevent any incidents in the future.

VII2. Existing supplier of current supplier portfolio

If a child labour is identified with an existing business partner, the partner has to announce this immediately to the TriStyle Group. In any case, the actions of remediation have to be performed immediately and have to grant the well-being of the child after the removal from work. In addition, the management has to proof that all necessary procedures are introduced that child labour is absolutely prevented in the future.

The collaboration with such a business partner will be assessed properly for the future and may even be terminated.

If violations of Young Labour rules are detected, the business partner will immediately perform all necessary measures of remediation. Furthermore, the management has to ensure and introduce the relevant procedures to prevent any incidents in the future.

The collaboration with the business partner will be assessed properly for the future and may even be terminated.

VIII. Communication & Point of contact

The business partner or supplier has to communicate openly about the procedures and measures on the prevention of child or young labour.

If support is needed, the partner can address to the TriStyle Group or to the TriStyle companies for common development.

In case of violations identified, please contact immediately the email address

social-standards@tristylegroup.com.